

CAREER OPPORTUNITY
Chief Executive Officer
CALIFORNIA PRISON INDUSTRY AUTHORITY
SALARY: \$144,000 – \$180,000 annually

Changing Offenders' Lives Through Innovative Job Training for a Safer California.

If you have experience in manufacturing with a history of producing profits, overseeing complex budgets, and leveraging your emotional intelligence and political savvy -- and you have a desire to improve the lives of thousands while saving tax payers millions -- then this is the job for you.

The Prison Industry Board (PIB) seeks a Chief Executive Officer (CEO) to lead development and operations of industries, agricultural and service enterprises. This includes the production of over 100 manufacturing, service and consumable enterprises, and provides work opportunities for offenders under the jurisdiction of the California Department of Corrections and Rehabilitation (CDCR). PIB is looking for a fiscally strong, organizational leader, who has an entrepreneurial spirit and brings a career background of product development and cost control excellence. The ideal candidate will be adept at working effectively with legislative leaders, board members, and community stakeholders. The incumbent will be an exceptional leader who has a passion for changing the lives of those who have served their time, giving them a second chance to become a positive contributor to our society.

THE BOARD & ORGANIZATION: CALPIA works! Our career technical education programs have some of the lowest recidivism rates in the country. We provide inmates job skills training in various enterprise and vocational programs in 36 prisons and juvenile facilities throughout California. The goods and services produced by these enterprises are sold predominately to departments of the State of California and other government entities. CALPIA's is overseen by a eleven member PIB. The Board was established in 1983 to oversee CALPIA's operations, much like a corporate board of directors. It sets general policy, oversees the performance of our existing industries, and determines which new industries will be established. The Board also serves as a public hearing body, ensuring that our enterprises are self-sufficient and do not have an adverse impact upon private industries. The Board actively solicits public input for the decisions it makes to expand existing or develop new prison industries. **Click here to view our [Strategic Plan](#).**

CALPIA's Mission - self-supporting, customer-focused business that reduces recidivism, increases prison safety, and enhances public safety by providing offender's productive work and training opportunities.

CALPIA's Vision - Changing offenders' lives through innovative job training for a safer California.

CALPIA's Goals & Objectives -

- Reduce Offender Recidivism
- Maintain Self-Sufficiency
- Develop High Performing Staff and Organization

- Increase Customer Satisfaction

OUR CUSTOMERS: CDCR is CALPIA's largest customer and accounted for \$138.2 million (59.2%) of all sales in FY 2016-17. Other major customers include the Departments of: Motor Vehicles, Healthcare Services, Parks and Recreation, State Hospitals, Transportation, Forestry and Fire Protection, Veterans Affairs, General Services, and California Highway Patrol and California Military Department.

PROGRAMS: All CALPIA offenders must earn a high school diploma or equivalency within two years of joining CALPIA to continue participating in CALPIA programs. Program highlights include:

- Joint and Free Venture Programs – Offenders work for private companies while serving their time and earn comparable industry wages, while paying restitution, room and board.
- Industry Employment Program: enhances the ability of offenders to obtain meaningful jobs upon release, helping inmates successfully transition from prisons to the workforce.
- CALPIA invests in curriculum for offenders, offering more than 120 nationally recognized accredited certifications.

For more about our programs and services, financial plan, enterprise funds, obligations, follow this link: [CA Legislature Report 2016/17](#).

THE JOB / IDEAL CANDIDATE: The CEO is appointed by and reports to the CALPIA Board, and is an at-will position. The CEO spends about 60% of their time working from CALPIA's headquarters in Folsom, California. The CEO also acts as the Chief Administrator for the PIB and regularly travels throughout the state of California to work with the 36 institutions and meet with major customers, suppliers, stakeholders, financial community, and the public. The CEO provides leadership and policy oversight to the organization through the ongoing development of the organization's vision and long-term strategic plan, defines the culture, provides people and team leadership, and ensures the organization operates as a growing, profitable business enterprise and social program that benefits inmates and constituents across California. The CEO oversees a \$250 M budget, leads eight direct reports who oversee a total staff of 1,269, and supports over 8,000 offender assignments in manufacturing, agricultural, consumable, service and support functions, including warehouse and administration.

The core functions of the job are: fiscal management of complex funding streams, production, building relationships, working with elected officials, providing excellent customer service, and meeting profit and budgets goals. The CEO will be responsible for overseeing 27 business lines, all running at the same time, and 125 cost accounting centers/business units. CALPIA receives no budget appropriations, and it has to be profitable to pay for its programs. The position also requires strong decision-making, problem solving, management skills, a high level of emotional intelligence and political savvy.

Ideally, our top candidates will have the following education and preferred experience:

- Graduated from an accredited college or university with a degree in business, public administration, accounting, economics or related field.
- Several years of management level experience, that included responsibility for fiscal, personnel, administrative and/or analytical programs, and required major program planning, budgeting, and implementation.
- Entrepreneurial, Manufacturing, and/or California state or local government experience ideal

The CEO will ensure CALPIA's Core Values and Quality Principles are being met.

Core Values -

- Leadership - Have a vision, and inspire others to support that vision.
- Respect - Treat others the way you wish to be treated.
- Professionalism - Mutual respect among all levels of staff.
- Integrity - Do the right thing in all circumstances.
- Teamwork - Be proactive in soliciting others' opinions.
- Safety - Be proactive in identifying and preventing safety issues.
- Accountability - Accept responsibility for the outcomes expected of you – both good and bad.

Quality Principles - we implement our Quality Policy through:

- Customer Focus
- Leadership
- Involvement of People
- Process Approach
- System Approach
- Continual Improvement
- Factual Approach to Decision Making

The CEO will also...

Leadership / Communications / Strategy

- Have a proven and successful track record of working with Boards and elected officials.
- Align self and professional priorities with the operations strategic plan.
- Create a performance-outcome based organizational culture.
- Be a brilliant communicator and an adept mediator.
- Be a strategic thinker, creative problem solver, trust builder, and accountable decision maker.
- Set and communicate a clear vision and organizational objectives.
- Be an assertive and influential leader, able to advocate and advance initiatives for CALPIA.
- Build and support a culture that is collaborative, transparent, and data driven.
- Empower others and be a positive team builder.
- Effectively address complex issues in public settings.
- Think of creative ways to use technology to advance service delivery and improve efficiencies.

Business Acumen / Administration / Operations

- Operate within a strong ethical framework.
- Improving accountability, customer service, and efficiency.
- Provide fiscal oversight, revenue forecasting, and management of enterprise funds.
- Oversee the performance of long-term financing for operational needs.
- Monitor and keep others informed of issues, trends and legal matters that affect CALPIA.
- Have a familiarity with complex contracts on a variety of administrative, fiscal, and special projects, including collective bargaining agreements.

Interpersonal / Community & Business Partner

- Value the importance of connecting with other community organizations, listen to their needs, build trust, and leverage their ideas and partnerships to effectively address community issues.
- Collaborate with other jurisdictions, agencies, businesses and institutions to produce partnered solutions.
- Be responsive, approachable and accessible.
- Be self-directed, motivated, detail oriented and flexible.

COMPENSATION AND BENEFITS: The salary range for this position is \$144,000 – 180,000 annually . In addition to base salary, CALPIA offers:

- Health Insurance
- Dental Insurance
- Vision Insurance
- CalPERS Safety Retirement of 2% at 50 (Age at Retirement) Benefit Factor
- \$50,000 Basic Life Insurance

HOW TO APPLY:

This position is open until filled; apply by November 19th for first consideration.

Apply At: <http://wbrowncreative.com/capabilities/job-board/>

- **Questions:** Call 541-664-0376 / 866-929-WBCP, or email Wendi Brown at wendi@wbrowncreative.com
- **Save the Date:** Interviews will take place on ***December 6th and 7th – candidates selected for interviews will need to be available for both days.***